

Dear Johns Hopkins University Community:

We write today to share with you recent developments regarding two faculty members who, as a consequence of violations of the university's sexual misconduct policy, will no longer be employed by Johns Hopkins University.

We are profoundly disappointed by the actions—in unrelated situations in the School of Medicine and the Krieger School of Arts and Sciences—that led to these departures. Yet we are also confident in the rigorous processes and procedures that brought us to each necessary outcome.

Sexual misconduct is a serious and destructive reality in our society, and academia is no exception. Abuses can occur anywhere, and it is essential for us as an institution to ensure that every member of our community—regardless of position, seniority, or responsibility—can work and learn in an environment that is free of sexual harassment, discrimination, misconduct, and retaliation.

Johns Hopkins' policies and practices aim to foster a safe environment, outline clear professional codes of conduct, inform our community of applicable laws and regulations, identify avenues to file reports, and respond promptly to allegations of sexual misconduct. Handling reports of sexual misconduct requires fairness, objectivity, and a careful balancing of confidentiality and transparency, but we are unequivocal in our conviction that faculty or others who are found to engage in sexual misconduct will face consequences.

With respect to the two faculty departures referenced above, each faculty member was investigated by the Office of Institutional Equity and found to have engaged in sexual misconduct. One was a full professor in the School of Medicine who resigned of his own accord following a recommendation of termination by the advisory board of the medical faculty, the dean of the School of Medicine, and the provost. The faculty member was found to have engaged in sexual harassment of a student, abusive and bullying behavior toward trainees, and other inappropriate behaviors that violated the university's Sexual Misconduct Policy and the School of Medicine Guidelines for Conduct in Teacher/Learner Relationships. The other faculty member was terminated by a vote of the university's board of trustees after recommendations of the dean of the Krieger School of Arts and Sciences, the Homewood Academic Council, the provost, and the president. He was found to have engaged in sexual harassment and physical assault of a visiting student in violation of university and school policies.

The conclusions of these cases happened to coincide, but each is sobering in its own right. Both cases call upon all of us to redouble our efforts to ensure a safe and healthy working and learning environment.

We are fully committed to preventing and addressing sexual misconduct and continually looking for ways to improve our mechanisms for reporting and responding to complaints or concerns. We invite you to review the resources listed below, so you will know where you, a colleague, or a classmate can turn for help, and we welcome your feedback on this critically important issue.

Sincerely,

Sunil Kumar
Provost and Senior Vice President for Academic Affairs

Paul Rothman
Dean of the Medical Faculty
CEO, Johns Hopkins Medicine

Beverly Wendland
Dean of the Krieger School of Arts and Sciences